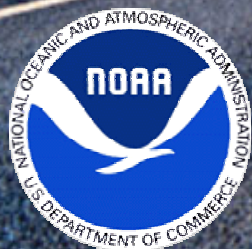




NOAA

Vision For NOAA

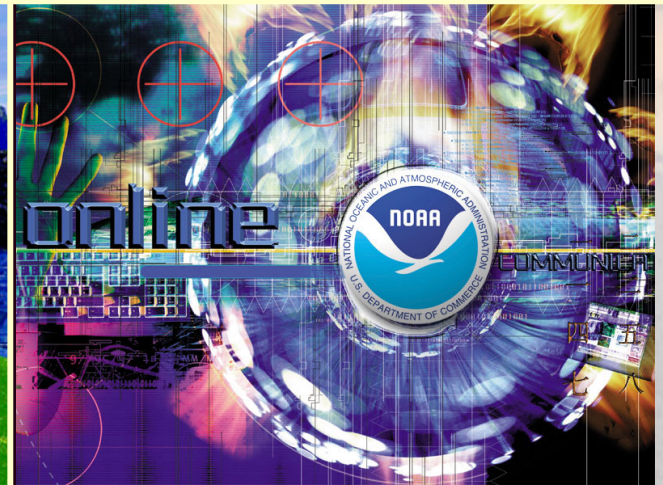
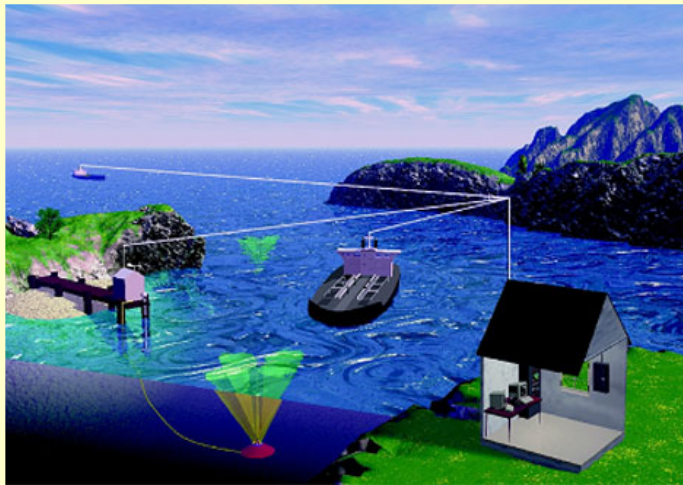
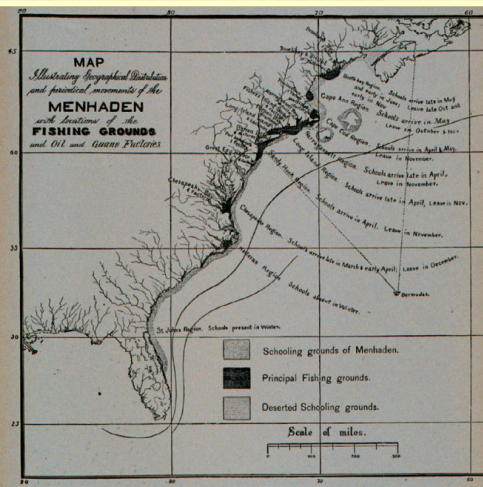


Vice Admiral Conrad C. Lautenbacher, Jr. (Ret.)
Under Secretary of Commerce for Oceans and Atmosphere

October 21, 2003

NOAA Vision

To move NOAA into the 21st Century scientifically and operationally, in the same interrelated manner as the environment that we observe and forecast, while recognizing the link between our global economy and our planet's ecology.



NOAA Vision

Summary

Vision

Mission for the Future

Organization Aligned with the Mission

Strategic Management Process

Requirements and Budgets that serve the Mission

Satisfied Customers

Leadership

Tools

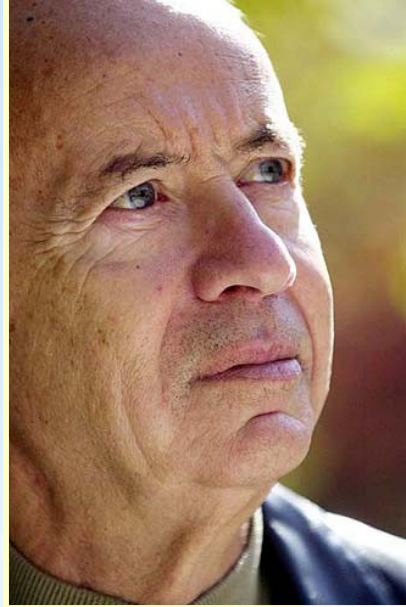


Leaders Think About The Future

If You're Not Moving Forward, You're Falling Behind

"...the inertia of success...is extremely dangerous"

—Andy Grove, Intel Chairman



Life Has Changed...NOAA Must Change!

"Even if you are on the right track, you'll get run over if you just sit there."

—Will Rogers



Vision For The Future...

Corporate and Integrated NOAA



“One band, one sound.”
—theme from the movie *Drumline*

Vision For The Future...

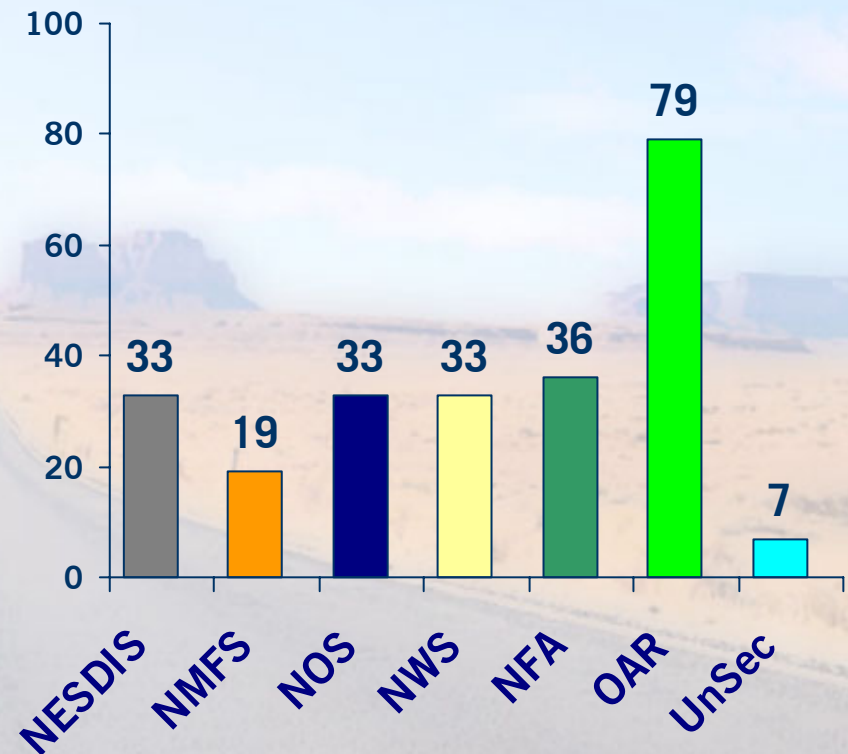
Succession Planning (Plugging the Brain Drain)

NOAA's Challenge:

**Roughly 63% of the people in
SES are eligible to retire**

**In 2005, approximately 32% of
NOAA's Workforce will be eligible
for retirement.**

Optional Retirement Eligibility by Line Office (%)



Vision For The Future...

Customer and Constituent Satisfaction



Vision For The Future...

Customer and Constituent Satisfaction

Product orientation

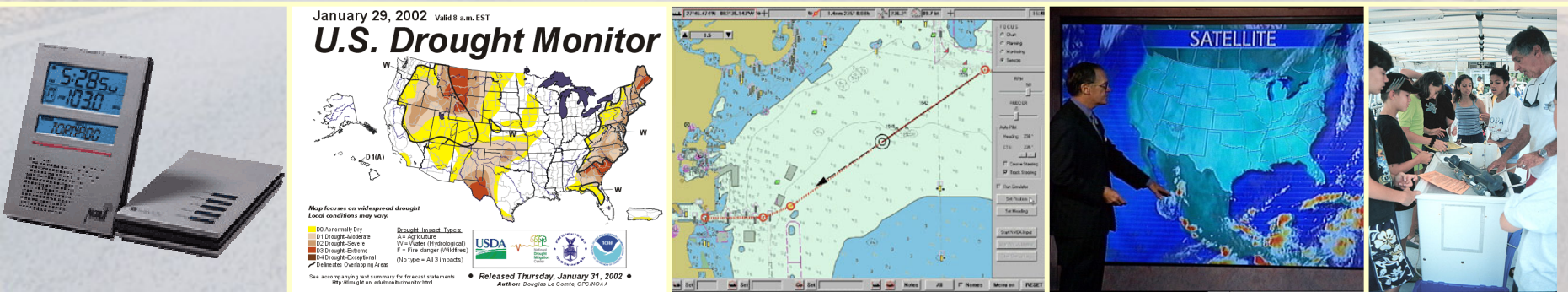
Products valuable to public

Products that our constituents need and want

Marketing (Public Information & Outreach)

Public Education

Linking NOAA's work to constituent's everyday lives



Vision For The Future...

Better Customer Service

Improved Grants process

845 Million Reasons to Love NOAA

**1,500 Organizations to Leverage
Resources for NOAA's Mission**



...From Concept To Design

Operational Organization

NOAA Program Manager List

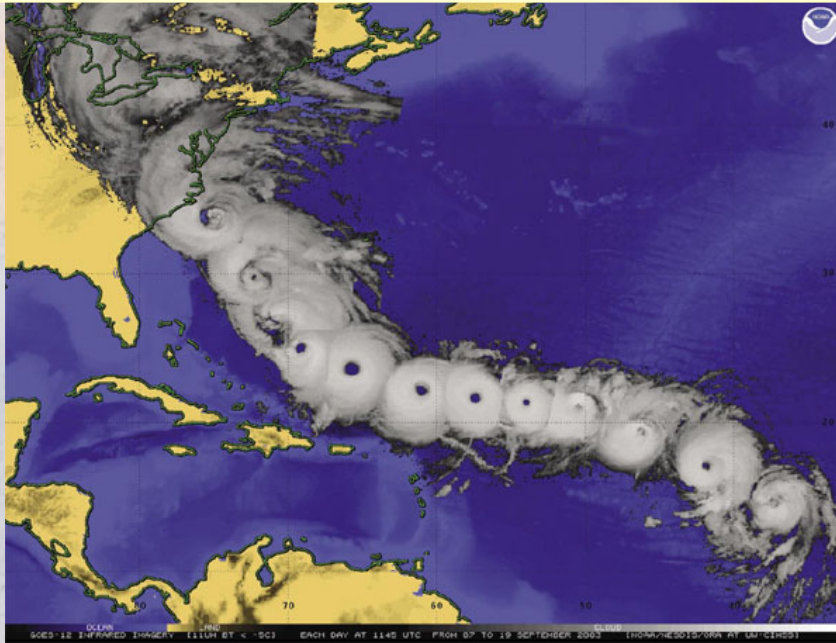
Version Date: 8/26/2003

Goal	Program (Matrix Programs Shown in Bold, Blue Text)	Program Manager
Goal 1: Ecosystems		Mike Sissenwine (NMFS)
	Habitat Restoration	Rollie Schmitten (NMFS)
	Corals	David Kennedy (NOS)
	Protected Areas	Jamie Hawkins (NOS)
	Coastal Resource Management	Doug Brown (NOS)
	Invasive Species	Ron Baird (OAR)
	Undersea Research and Exploration	Craig McLean (OAR)
	Protected Species Management	Laurie Allen (NMFS)
	Fisheries Management	Jack Dunnigan (NMFS)
	Aquaculture	Connie Mahnken (NMFS)
	Enforcement	Dale Jones (NMFS)
	Ecosystem Research	Bill Fox (NMFS)
Goal 2: Climate		Mary Glackin (PPI) [1]
	Climate	Mary Glackin (PPI) [1]
Goal 3: Weather and Water		Jack Hayes (NWS)
	Local Forecasts and Warnings	Greg Mandt (NWS)
	Tropical Storm Program	Ed Rappaport (NWS)
	Space Weather	Ernie Hildner (OAR)
	Hydrology - Rivers, Lakes, and Floods	Gary Carter (NWS)
	Air Quality	Jim Meagher (OAR)
	Environmental Modeling	Don Scavia (NOS)
	Weather Water Science and Technology Infusion Program	Frank Kelly (NWS)
Goal 4: Commerce and Transportation		Charlie Challstrom (NOS)
	Marine Transportation Systems	Rich Edwing (NOS)
	Aviation Weather	Mark Andrews (NWS)
	Marine Weather	Paul Moersdorf (NWS)
	Geodesy	Dave Zilkoski (NOS)
	NOAA Emergency Response	David Kennedy (NOS) [2]
	Commercial and Remote Sensing Licensing	Tim Stryker (NESDIS)
	Commerce and Transportation Science and Technology Program	Mike Gibson (NOS)
Programs to Support All Goals		
	Homeland Security	Phil Kenul (CIO)
	NOAA Management	Rich Behn (USAO)
	Geostationary Satellite Acquisition	Gary Davis (NESDIS)
	Polar Satellite Acquisition	John Cunningham (NESDIS)
	Fleet Services and Acquisition	Bob Taylor (NMAO)
	Satellite Services	Michael Matson (NESDIS) [3]
	Facilities	William Broglie (NFA)
	Administrative Services	William Broglie (NFA)
	IT Services	Carl Staton (CIO)
Notes		
[1]	Acting	
[2]	Ajay Mehta (NESDIS) will serve as the Deputy Program Manager; duties for both will be developed	
[3]	Lead is the Director of the Office of Satellite Data Processing and Distribution; Michael is acting.	

...From Concept To Design

Succession Planning

There is a great *urgency* to ensure that NOAA has the right people, with the right skills, in the right jobs, at the right time.



Hurricane Isabel 2003

...From Concept To Design

Succession Planning

Leaders have a responsibility to teach the next generation of leaders

E-Learning @NOAA

Mentoring

LCDP (Leadership Competencies Development Program)

NOAA's Corporate Training Council (NCTC)

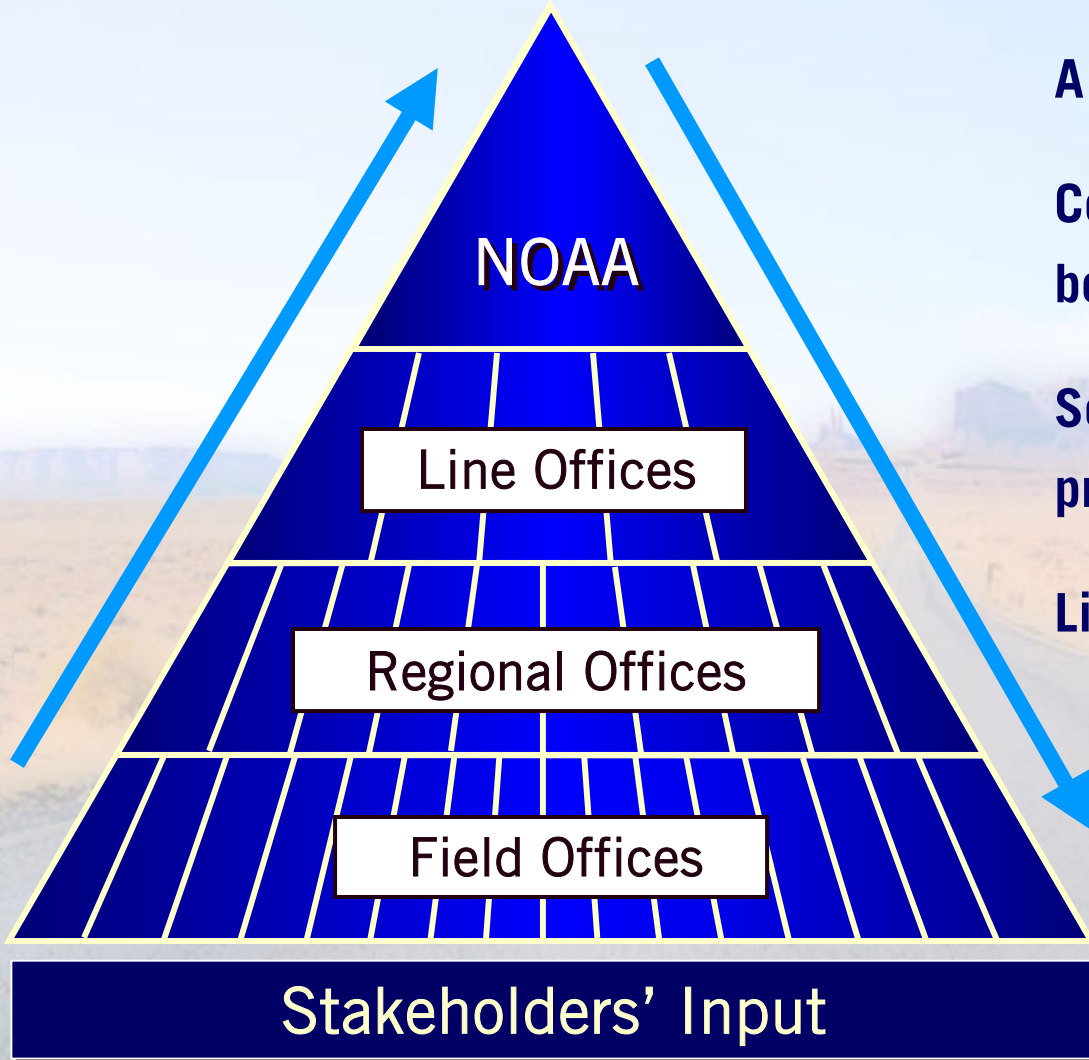
Rotational Assignments

Dedicate at least 1.5% of Salary and Benefits to training



...From Concept To Design

Strategic Planning



A short, readable plan

Connected top-to-bottom and
bottom-to-top

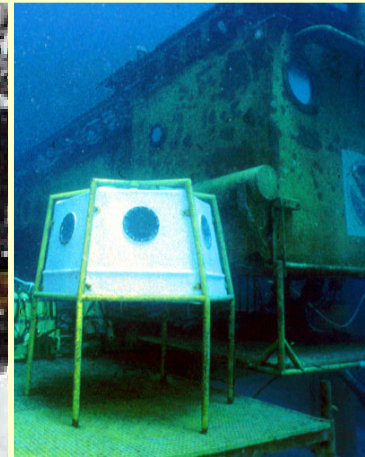
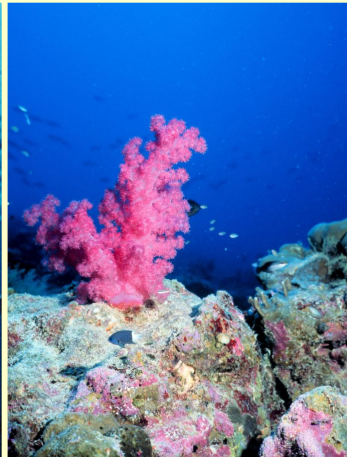
Serves the annual budgeting
process

Living Document

...From Concept To Design

NOAA Strategic Plan

1. Ecosystem-based Management
2. Climate
3. Weather and Water
4. Commerce and Transportation
5. Cross-cutting Priorities



...From Concept To Design

Customer Service

We are fixing the grants process

Adhering to established time lines

Grants On-Line

Next Generation of Strategic Planning

Constituent Roundtables/User Workshops

New Products

Better Forecasting – e.g. Hurricane Isabel

Electronic Navigational Charts

North American Drought Monitoring

Climate Atlas

The World Ocean Database

New ideas are needed!



...From Concept To Design

Cost/Schedule/Performance

Explain what we need, measure what we do,
show the payoff for the nation

C/S/P Already Working at NOAA....

**NWS — New funding will speed up radar upgrades
by two years**

**NOS — \$10 M annual investment in electronic
charting will yield \$2.1 B in benefits and reduce
shipping accidents**



...From Concept To Design

Cost/Schedule/Performance—NPOESS Example

Links to NOAA's Themes Identified

NOAA Theme	NPOESS Support		
	Small	Moderate	Significant
Infrastructure, Maintenance, Safety & Human Capital			
Homeland Security			
Ecosystem Forecasting and Management			
Energy and Commerce			
Environmental Monitoring & Prediction			
Climate Change, Research, Observations and Services			

...From Concept To Design

Cost/Schedule/Performance—NPOESS Example

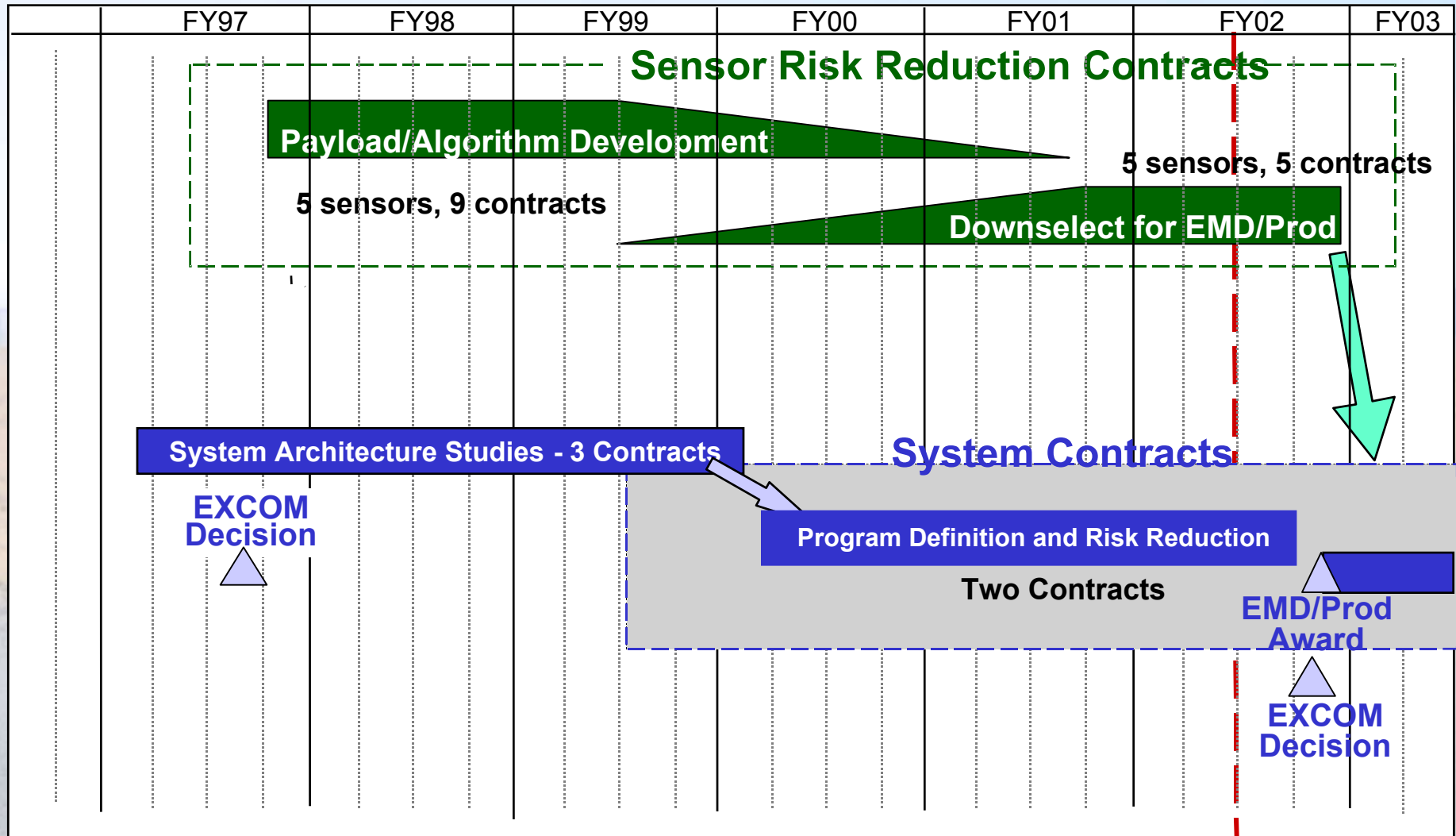
Performance Measures Identified

Performance Measure	POES / NPOESS Contribution		
	Minimal	Moderate	Significant
Winter Storm Warnings: Accuracy			
Winter Storm Warnings: Lead Time			
Hurricane Forecast: 48hr Track Error/Accuracy			
Marine Forecasts			
Precipitation Forecasts			

...From Concept To Design

Cost/Schedule/Performance—NPOESS Example

NPOESS Schedule with Milestones



...From Concept To Design

Cost/Schedule/Performance—NPOESS Example

G

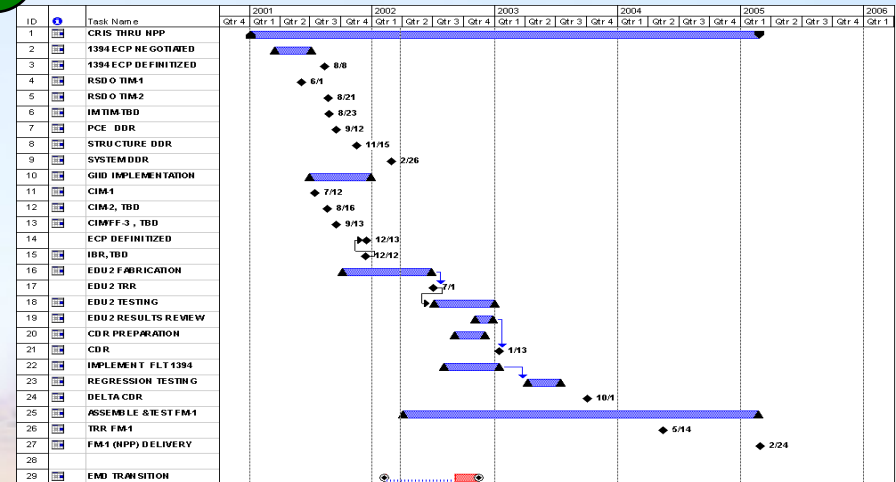
Program Performance

(MS I APB)

	Specified Performance	Latest Prediction
EDR		
Temperature Profile - Clear		
Surface to 300 mb	1.0 K / 1 Km layer	0.9K
300 to 1 mb	1.5 K	0.98K
Temperature Profile - Cloudy		
Surface to 700 mb	2.5K / 1 Km layer	2.27K
700 mb to 1 mb	1.5K	1.4K
Moisture Profile - Clear		
Surface to 600 mb	20% or 0.2 g/Kg	14.1%
600 to 300 mb	35% or 0.1 g/Kg	13.8%
Moisture Profile - Cloudy		
Surface to 600 mb	20% or 0.2 g/Kg	15.8%
600 to 300 mb	40% or 0.1 g/Kg	17.1%
Pressure Profile -	Derived Consistent with AVTP and AVMP	

G

Schedule (Based on GIID ECP)

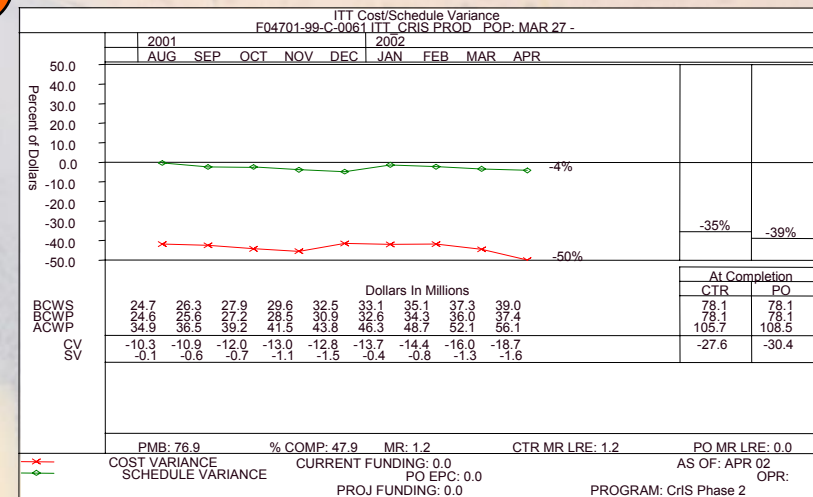


Key Issues/Risks

- Subcontractor fiscal performance
 - Late Interferometer for EDU
 - Bomem Staffing Augmentation Desired
- In-Orbit Vibration Effects Not Yet Compensated
- 1394 Data Bus Implementation Uncertainties
 - Driving Cost/Schedule/Thermal Designs
 - FM#1 Schedule Interrelationship

R

Cost/Schedule Variances



...From Concept To Design

Cost/Schedule/Performance—NPOESS Example

NPOESS Benefit to the Nation (\$ in Millions)

	FY 95	FY 96	FY 97	FY 98	FY 99	FY 00
Pre-Convergence						
DOC						
NOAA OPQR	49.0	116.0	126.0	120.0	120.0	189.0
DOD						
USAF DMSP BK6	24.0	53.0	70.0	148.0	163.	342.0
Total	73.0	169.	196.0	268.0	283.0	531.0
NPOESS						
DOC						
NOAA Contribution	16.0	10.5	29.0	34.0	64.7	95.6
DOD						
USAF Contribution	7.6	18.9	29.0	34.0	64.7	95.6
Total NPOESS	23.6	29.4	58.0	68.0	129.4	191.2
Total Savings	49.4	139.6	138.0	200.0	153.6	339.8
Cumulative Savings	49.4	189.0	327.0	527.	680.6	

1,020.4

NOAA Vision Summary



Recommendations for a Future NOAA Implementation Status of NOAA Program Review Recommendations

Sorted by Recommendation Number
Sort by Lead Office
Sort by Deadline
Sort by Completed Date

Recommendation/Product(s) Click on a recommendation for a detailed description and links to associated documents.	Lead Office (s)	Product Deadline	Status of Recommendation Products				Status Comments
			Draft Received	Date	Complete	Date	
1 Legislative mandates List of Legislative Authorities	NOAA General Counsel	07/15/2002	<input checked="" type="checkbox"/>	07/15/2002	<input checked="" type="checkbox"/>	07/15/2002	none
2 Mandates/missions analysis Legislative Authorities by Mission	GC	07/15/2002	<input checked="" type="checkbox"/>	07/15/2002	<input checked="" type="checkbox"/>	07/15/2002	none
3 Mission statement Mission statement options	DAS-0A		<input checked="" type="checkbox"/>	09/27/1902	<input checked="" type="checkbox"/>	01/21/2003	none
4 External Mission Review Final mission statement	DAS-0A	09/27/2002	<input checked="" type="checkbox"/>	09/27/2002	<input checked="" type="checkbox"/>		none
5 Organization Structure Proposed Organizational Structure	DAS-0A	09/27/2002	<input checked="" type="checkbox"/>	09/27/2002	<input checked="" type="checkbox"/>	01/14/2003	NEC Review 11/13/02
6 Strategic Plan New Strategic Plan	DAS-0A	12/27/2002	<input checked="" type="checkbox"/>	11/25/2002	<input checked="" type="checkbox"/>	01/21/2003	none
7 NEC priorities Business Ops Manual	OFA	12/27/2002	<input checked="" type="checkbox"/>	09/27/2002	<input checked="" type="checkbox"/>	02/13/2003	none
8 Performance measures Business Ops Manual	OFA	12/27/2002	<input checked="" type="checkbox"/>	09/27/2002	<input checked="" type="checkbox"/>	02/13/2003	none
9 Interagency Agreements Policy Memo from AA's	All LOs	07/15/2002	<input checked="" type="checkbox"/>	09/27/2002	<input checked="" type="checkbox"/>	09/27/1902	none
10 Cross Agency Relations Data base/Coordinators	NEP	09/27/2002	<input checked="" type="checkbox"/>	09/27/2002	<input type="checkbox"/>		none
11 Strategic Management Process Business Ops Manual	OFA	09/27/2002	<input checked="" type="checkbox"/>	09/27/2002	<input checked="" type="checkbox"/>	02/13/2003	none
12 NEC, NEP process Cmte charters/operating procedures. List of Committees	NEP	10/27/2002	<input checked="" type="checkbox"/>	11/07/2002	<input checked="" type="checkbox"/>	12/18/2002	NEC 12/18/02

<http://www.accessnoaa.noaa.gov/>

Program Review Implementation

69 Action Items

Draft Recommendations
Submitted for Review

Office of the DUS is reviewing the
status of each PRT item

NOAA Vision

Summary

Vision

Mission for the Future

Organization Aligned with the Mission

Strategic Management Process

Requirements and Budgets that serve the Mission

Satisfied Customers

Leadership

Tools

Integrated Organizational Structure

Matrix Management

Planning Programming Budget System (PPBS)

Cost/Schedule/Performance

Customer feedback and outreach

Succession Planning



In Conclusion

NOAA

“Some people are resistant to change, leaders embrace it.”

-Unknown

“CHANGE does not take time, it takes commitment.”

- Unknown